Integrated Studies in Management
MNGT-6000

Meeting Times
Starts on Thursday, 3/18/2021

Contact Information
Instructor: Dr. Adil Khan
Email: abdussalamkhan82@webster.edu
Phone: 407-733-1030 (Personal Cell)
I am available for calls between 9am ET to 6pm ET Monday to Friday.

Description
In this capstone course, the student is expected to analyze, synthesize and integrate the conceptual and theoretical knowledge based around the four program learning outcomes, using case studies. The emphasis is on the application of theoretical and conceptual material found in management, leadership, strategy, and problem solving frameworks.

Requisites
MNGT 5000, MNGT 5590, MNGT 5670, MNGT 5650, BUSN 5200, HRMG 5000, HRDV 530

Outcomes
- Students will demonstrate proficiency with human capital development through team building, group dynamics and collaboration and leading individuals and teams in organizations.
- Students will utilize relevant facts to illustrate concepts, principles, and theories used in management and leadership when creating solutions to multifaceted, complex management problems as required in case studies.
- Students will construct appropriate strategies for implementing solutions to management and leadership problems that reflect their knowledge and explanation of the interrelationships among strategic management, human resources management, leadership, and organizational development and change.
- Students will evaluate processes used to adopt organizational solutions to constraints such as finances and time horizons.

Required Textbook
Please Select a Textbook

Deliverables
NO TEXTBOOK TO ORDER FOR THIS COURSE
Instructor Will Provide a Detailed Course Guide Describing Integrated Studies Course Strategic Management Plan for the Selected Organization
To successfully complete this course, students are required to provide analysis of 2 case studies and the capstone strategic plan for the selected organization.

**Weekly Discussion Questions Participation**

**Case studies**

Students will perform a case study analysis on 2 organizations (selected organization will be other than the organization selected for the final strategic management plan). Each case study will be worth 10 points: Students are expected to thoroughly review the case study requirements and create a PowerPoint presentation analyzing the selected organization. Case studies are due in week 3 and week 5.

**Strategic Plan for the Selected Organization**

**Week 2: Strategic Plan Preparation**

Deliverable 1: Choose an organization as the focus for the Strategic Plan due at the end of this class. Choose an organization according to the following:

- Current employer
- Most recent or former employer
- Place of business that you have patronized or have been familiar with over a long period of time.
  
  Avoid choosing an organization that is so large that historical data would be difficult to apply. Firms in the Russell 2000® index may fit well, whereas firms in the Dow 30 Industrial index probably do not.

The organization can be a start-up that you or a significant other may create in the future. For a start-up, focus on an entrepreneurial idea that is of substantive interest, so this project leaves you with a product you may leverage in the future.

Deliverable 2: Write a paragraph to justify selecting this organization. Include the following:

- The organization's name
- The purpose for this organization
- Why this organization is of interest to you
- Availability of organizational data: Avoid selecting an existing organization for which there is no publicly available historical data

Your facilitator will formally approve this choice, or recommend reconsideration, prior to your Research Proposal assignment.

**Week 3 Case Study 1**

**Week 4: Strategic Plan Part 1: External and Internal Environmental Analysis**

Complete the external environmental scan for your selected organization. Perform an internal competitive environmental scan for your organization.

Write a summary of no more than 1,400 words that does the following:

- Identifies and analyzes the most important external environmental factor in the remote, industry, and external operating environments
- Identifies and analyzes the most important internal strengths and weaknesses of your organization: include an assessment of the organization's resources
- Assesses the organization's competitive position and possibilities
- Analyzes the structure of the organization and how this affects organizational performance

Format your paper consistent with APA guidelines.

**Week 5: Case Study 2**

**Week 6: Strategic Plan Part 2: Strategic Choice and Evaluation**

Write a paper of no more than 1,400 words that evaluates alternatives an organization must consider to realize growth.

- Identify the best value discipline, generic strategy, and grand strategy for your organization.
- Recommend a strategy or combination of strategies the organization should implement.
Format your paper consistent with APA guidelines.

**Week 7: Strategic Plan Part 3: Implementation, Strategic Controls, and Contingency Plans**

Write a draft of no more than 1,800 words of the strategic plan for your organization, including the following:

- Implementation plan
- Objectives • Functional tactics • Action items • Milestones and a deadline • Tasks and task ownership • Resource allocation
- Any required organizational change management strategies that would enhance successful implementation
- Key success factors, budget, and forecasted financials, including a break-even chart
- Risk management plan, including contingency plans for identified risks

Format your plan consistent with APA guidelines.

**Week 8: Strategic Plan Part 4: Final Strategic Plan**

Complete a strategic plan for your organization of no more than 3,500 words.

Update your plan to incorporate facilitator feedback from the drafts you submitted in previous weeks. Include the following:

- Table of contents
- Executive summary
- Selected organizations background, mission, vision, and value statements Note. For a start-up, you should focus on the backgrounds and accomplishments of key anticipated management personnel. The goal is to convince the investor that these individuals are trustworthy and successful.
- Environmental scan

Review of Week 6 strategies and a recommendation for the best strategy for your organization
Implementation plan including contingency plans for identified risks

**Week 9: Final Strategic Plan Presentation**

Prepare a Microsoft® PowerPoint® presentation of no more than 15-20 slides. Your audience will play the role of the board of directors or a venture capital firm. The focus is to sell your recommendations to the board or venture capital firm and obtain approval for funding your plan.

Format your plan and presentation consistent with APA guidelines.

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**Evaluation**

All Weeks: Weekly Discussion Questions: 10 points
Week 2: Strategic Plan Preparation: 5 points
Week 3: Case Study 1 - 10 points
Week 4: External and Internal Environmental Analysis - 10 points
Week 5: Case Study 2 - 10 points
Week 6: Strategic Choice and Evaluation - 10 points
Week 7: Implementation, Strategic Controls, and Contingency Plans - 10 points
Week 8: Final Strategic Plan - 25 points
Week 9: Strategic Plan Presentation - 10 points
Total 100 points

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**Schedule**

| Week 1 | Class Introductions  
<p>|        | Class Overview and Requirements |</p>
<table>
<thead>
<tr>
<th>Week</th>
<th>Topic</th>
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| 2     | Strategic Plan Preparation  
          Organization Selection  
          Research Paper Proposal |
| 3     | Case Study 1                                                          |
| 4     | External and Internal Environmental Analysis of the Selected Organization |
| 5     | Case Study 1                                                          |
| 6     | Strategic Choice and Evaluation of the Selected Organization           |
| 7     | Implementation, Strategic Controls, and Contingency Plans of the Selected Organization |
| 8     | Final Strategic Plan of the Selected Organization                      |
| 9     | Strategic Plan Presentations                                          |

**Course Policies**

**Institutional Policies**

**Academic Policies**

Academic policies provide students with important rights and responsibilities. Students are expected to familiarize themselves with all academic policies that apply to them. Academic policies for undergraduate students can be found in the Undergraduate Studies Catalog; graduate students should review the Graduate Studies Catalog.

**Undergraduate Studies Catalog**

The Undergraduate Studies Catalog contains academic policies that apply to all undergraduate students. The *academic policies and information* section of the catalog contains important information related to *attendance, conduct, academic honesty, grades*, and more. If you are an undergraduate student, please review the catalog each academic year. The current Undergraduate Studies Catalog is at:


**Graduate Studies Catalog**

The Graduate Studies Catalog contains academic policies that apply to all graduate students. The *academic policies* section of the catalog contains important information related to *conduct, academic honesty, grades*, and more. If you are a graduate student, please review the catalog each academic year. The current Graduate Studies Catalog is at:

[http://www.webster.edu/catalog/current/graduate-catalog/](http://www.webster.edu/catalog/current/graduate-catalog/)

**Grading**

The Grades section of the academic catalog outlines the various grading systems courses may use, including the information about the final grade reported for this class.

**Undergraduate**

[http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading](http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading)

**Graduate**

[http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades](http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades)

**Incomplete**
There are important policies that govern grades of Incomplete (I), including the circumstances under which Incomplete grades are granted, deadlines for completion, and consequences should the remaining course work not be completed. It is the responsibility of a student who requests an Incomplete to ensure that he/she understands and follows the policies.

**Grade Appeals**

Instructors are responsible for assigning grades, and students should discuss grade issues with the instructor. Policies and procedures for appealing grades are available in the appropriate catalog.

**Academic Honesty Policy**

Webster University is committed to academic excellence. As part of our Statement of Ethics, we strive to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, plagiarism and all other forms of academic dishonesty. Academic dishonesty is unacceptable and is subject to a disciplinary response. Students are encouraged to talk to instructors about any questions they may have regarding how to properly credit others’ work, including paraphrasing, quoting, and citation formatting. The university reserves the right to utilize electronic databases, such as Turnitin.com, to assist faculty and students with their academic work.

The University’s Academic Honesty Policy is published in academic catalogs:

- **Undergraduate**
  [http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html](http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html)

- **Graduate**
  [http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html](http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html)

As a part of the University commitment to academic excellence, the Academic Resource Center provides student resources to become better acquainted with academic honesty and the tools to prevent plagiarism in its many forms:

[http://www.webster.edu/arc/plagiarism_prevention/](http://www.webster.edu/arc/plagiarism_prevention/)

**Statement of Ethics**

Webster University strives to be a center of academic excellence. The University makes every effort to ensure the following:

- The opportunity for students to learn and inquire freely
- The protection of intellectual freedom and the rights of professors to teach
- The advancement of knowledge through scholarly pursuits and relevant dialogue

To review Webster University’s statement of ethics, see the Undergraduate Studies Catalog and the Graduate and Studies Catalog:

- **Undergraduate**
  [http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics](http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics)

- **Graduate**
  [http://www.webster.edu/catalog/current/graduate-catalog/ethics.html](http://www.webster.edu/catalog/current/graduate-catalog/ethics.html)

**Contact Hours for this Course**

It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, the content must be covered at another time.

**Important Academic Resources**

- Academic Accommodations
Webster University makes every effort to accommodate individuals with academic/learning, health, physical and psychological disabilities. To obtain accommodations, students must identify themselves and provide documentation from a qualified professional or agency to the appropriate campus designee or the Academic ADA Coordinator at the main campus. The Academic ADA Coordinator may be reached at 314-246-7700 or disability@webster.edu.

If you have already identified as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor of the accommodations you will require for this class at the beginning of the course.

**Academic Resource Center**

Additional support and resources may be accessed through the Academic Resource Center (ARC). Support and resources include academic counseling, accommodations, assistive technology, peer tutoring, plagiarism prevention, testing center services, and writing coaching. Visit [www.webster.edu/arc](http://www.webster.edu/arc) or Loretto Hall 40 on the main campus for more information.

**Student Success Portal**

Webster University’s Student Success Portal, powered by Starfish, is a communications tool to connect students with faculty members and campus support services. It allows faculty and staff members to communicate with you regarding academic achievements as well as areas where support may be helpful. You may use the portal to contact faculty and staff members for assistance and to arrange meetings. Activity in the portal will be communicated to your Webster University email account. The Student Success Portal is available via your course home page in WorldClassRoom or via Connections. Learn more about the Student Success Portal at [http://www.webster.edu/success/students.html](http://www.webster.edu/success/students.html).

**University Library**

Webster University Library is dedicated to supporting the research needs and intellectual pursuits of students throughout the University’s worldwide network. Resources include print and electronic books, journal articles, online databases, DVDs and streaming video, CDs and streaming music, datasets, and other specialized information. Services include providing materials at no cost and research help for basic questions to in-depth exploration of resources. The gateway to all of these resources and services is [http://library.webster.edu](http://library.webster.edu/). For support navigating the library’s resources, see [http://libanswers.webster.edu/](http://libanswers.webster.edu/) for the many ways to contact library staff.

**Drops and Withdrawals**

Drop and withdrawal policies dictate processes for students who wish to unenroll from a course. Students must take proactive steps to unenroll; informing the instructor is not sufficient, nor is failing to attend. In the early days of the term or semester, students may DROP a course with no notation on their student record. After the DROP deadline, students may WITHDRAW from a course; in the case of a WITHDRAW, a grade of W appears on the student record. After the WITHDRAW deadline, students may not unenroll from a course. Policies and a calendar of deadlines for DROP and WITHDRAW are at:

*Undergraduate*

*Graduate*
[http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html](http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html)

*Academic Calendar* - [http://www.webster.edu/academics/academic-calendar/](http://www.webster.edu/academics/academic-calendar/)

Current tuition rates, policies, and procedures, including details of pro-rated tuition refunds, are available in the “Tuition, Fees, and Refunds” section of Webster’s Academic Catalogs:

*Undergraduate*

*Graduate*
Student Handbook and Other Important Policies

Student handbook and other non-academic policies may apply to you and may impact your experience in this class. Such policies include the student code of conduct, privacy, technology and communications, and more. Please review the handbook each year and be aware of policies that apply to you. The handbook is available at:

http://www.webster.edu/student-handbook/

Sexual Assault, Harassment, and Other Sexual Offenses

Webster University makes every effort to educate the community to prevent sexual assault, harassment, and other sexual offenses from occurring, and is committed to providing support to those affected when this behavior does occur. To access information and resources or to review the Policy on Sexual Assault, Harassment, and Other Sexual Offenses, visit:

http://www.webster.edu/sexual-misconduct/

Research on Human Subjects

The Webster University Institutional Review Committee (IRB) is responsible for the review of all research on human subjects. The IRB process applies to all Webster University faculty, staff, and students and must be completed prior to any contact with human subjects. For more information on the IRB, visit:

http://www.webster.edu/irb/index.html

Course Evaluations

At the end of this course, you will have the opportunity to provide feedback about your experience. Your input is extremely valuable to the university, your instructor, and the department that offers this course. Please provide your honest and thoughtful evaluation, as it helps the university to provide the best experience possible for all of its students.

Important Technology Information

Connections Accounts

Webster University provides all students, faculty, and staff with a University email account through Connections. Students are expected to activate their Connections account and regularly check incoming University email. Students may choose to have their University email forwarded to an alternate email address. Connections account holders can call the Help Desk (314-246-5995 or toll free at 1-866-435-7270) for assistance with this setup. Instructions are also provided on the Information Technology website at:

http://www.webster.edu/technology/service-desk/

WorldClassRoom

WorldClassRoom is Webster’s Learning Content Management System (LMS). Your instructor may use WorldClassRoom to deliver important information, to hold class activities, to communicate grades and feedback, and more. WorldClassRoom is available using your Connections ID at:

https://worldclassroom.webster.edu/

Webster Alerts

Webster Alerts is the University's preferred emergency mass notification service, available free to current students, faculty and staff at all US campuses. By registering a valid cell phone number and email address, you will receive urgent campus text, voice mail and email communications. Valuable information concerning a range of incidents affecting you - from weather-related campus closures, class delays and cancellations, to more serious or life-threatening events - are immediately and simultaneously delivered through multiple communication channels. To register for Webster Alerts, visit:

http://www.webster.edu/technology/services/webster-alerts/